



Solutions for Inclusion

Parity Consulting & Training Pvt. Ltd.,
Accelerating Inclusion

Maternity Benefits (Amendment) Bill

Results of a Snap Survey of Women

Professionals in India

MARCH 2017

The Maternity Bill



- 26 weeks leave in organized sector for first 2 children
- 12 weeks beyond 2 children
- Up to 12 weeks leave for adoption & surrogacy
- Women to be paid 100% wages



CRÈCHE FACILITIES

- Mandatory for employers with 30 women or 50+ employees within 500 metres of workplace
- Mothers get 4 daily visits to the crèche

About The Survey



- The survey is an effort to gather the responses of women professionals on the new mandate for 26 weeks leave provided by the Maternity Benefit Amendment Bill, 2016
- The findings are based on a snap survey of 114 women professionals across organisations from various industries in India
- 10 snap questions were posed on Survey Monkey and sent to a known group of women professionals

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Survey Results



93%

▶ **Believe this is a welcome decision**

76%

▶ **Think the new bill will arrest the trend of women leaving the workforce post maternity**

93%

▶ **Agree that paternity leave or, parental leave regardless of gender is as important as maternity leave**

71%

▶ **Worry there will be hesitation to employ women**

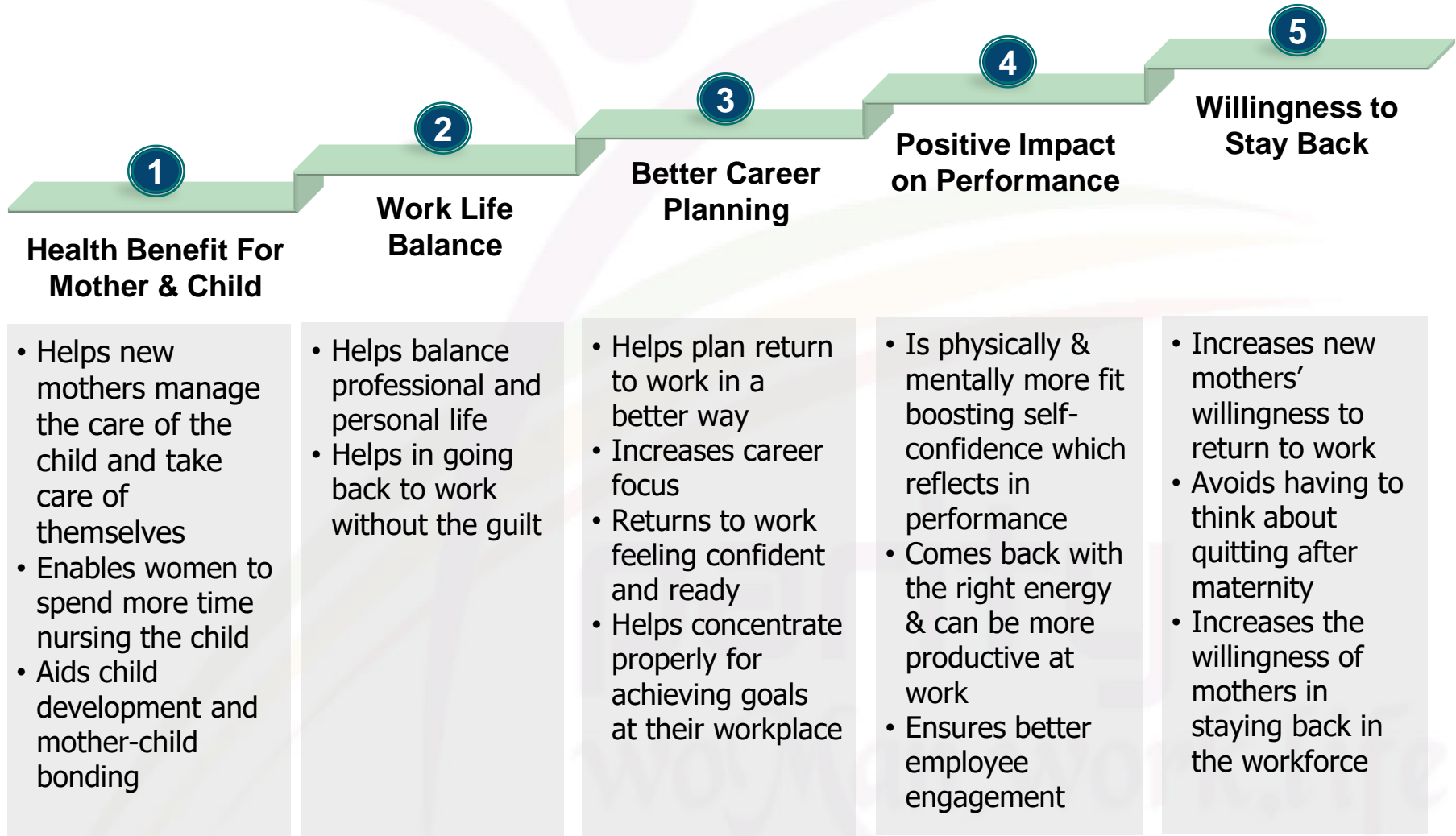
76%

▶ **Feel there will be hesitation to give plum opportunities for young women**

68%

▶ **Believe that the bill reiterates the gender stereotype of women as care giver**

Perceived Benefits*



****As articulated by the survey participants***

Perceived Challenges*



- Women might get disconnected with work
- The long gap might make women less competitive
- Big enterprises may not induct women as permanent employees thereby employability will be low
- SMEs might face business continuity issues considering teams are small
- Not enough good roles/projects for female employees
- Rise of gender bias and adverse effect on women hiring
- Corporations have to bear the cost of long paid leave

****As articulated by the survey participants***

Implications

- ✓ The leak in the female talent pipeline might get reduced, due to an increased willingness of women employees to stay back; organizations can benefit from decreased attrition of this pool
- ✓ Possible increase in biases related to hiring and promotion/opportunities for women; organizations will need to take proactive steps to contain them
- ✓ Increased risk of an inflated female talent pool at junior/middle levels that might not be ready for growth; engagement & growth of female talent might need to be addressed

“Participant Speak....”

"I feel that a legal requirement is a step forward."

"I feel it is too long."

"I feel that it is important to stay in touch with colleagues and manager during this time."

"I feel this will allow women to not just give up on the career and eventually will lead to women constituting bodies that will broaden the spectrum of inputs for ingenious decisions."

"Work life will definitely become long when child is optimally taken care of."



"Women get the lead time to adjust to the new and changed life."

"Women will be able to plan time with their child better.... But I think paternity leave will make a big difference."

"With paid leaves, women will be able to manage their family & financial needs."

"Women will have enough time to sort things at home with the child, arrange for day care if needed and be ready to join work."

"1 year break is required to bring up a child & meet it's biological needs. I wish government had made it 54 weeks instead of 26. But at least one good step from 12 weeks to 26 weeks."

www.parityconsulting.in

Write in to us for a range of solutions on managing maternity, inclusion, women leadership and prevention of sexual harassment in your organization at info@parityconsulting.in or call us at 080-65306825

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